

Agricultural Marketing Service  
Office of the Deputy Administrator, Marketing Programs  
Poultry Division, Grading Branch  
Regional Office  
Federal-State Supervisor  
Agricultural Commodity Grader (Poultry), GS-1980-9

PL9

## **I. INTRODUCTION**

The incumbent serves as the sole resident grader in a plant or as the grader responsible for a separate shift in a multi-grader plant. Assignments are performed in poultry processing or packing plants, and/or shell egg plants and may involve details and/or reassignments to different geographical areas as determined by management. Assignments are in plants with the following characteristics:

**Poultry Grading** - Grades whole birds or parts or monitors further processing activities (includes reprocessing under Option 1 and 2), or any combination thereof and handles at least three of the major specification activities:

1. Military/VA
2. Export (requires specification certification)
3. USDA
4. State Institutions
5. Approved Commercial Specifications
6. Option 2 Reprocessing\*

\* Rules of substitution - After meeting the criteria of regularly handling at least one Option 2 reprocessing contract, substitution of additional Option 2 reprocessing where diverse formulation certification is required may be at the rate of three product formulation certifications per one specification activity (i.e. handling military, USDA, and one Option 2 contract or military and one or more Option 2 reprocessing contracts requiring four or more formulation certifications would be considered as meeting the "three specification criteria").

**Shell Eggs** - High volume plants (30,000 cases, or more, fully graded per accounting cycle) with an extensive amount of specification activity (regularly handles three or more of the five major activities).

1. Military/VA
2. Export (requires specification certification)
3. State Institutions
4. Approved Commercial Specifications
5. Specialized Gradings\*

\* Gradings that require additional knowledge to perform (i.e., nest run, appeal, condition inspection gradings, Canadian/Guam certifications).

## **II. MAJOR DUTIES**

Acts as officially designated contact and maintains relations with plant management and employees by explaining decisions, obtaining corrections in sanitation, processing, and/or storage conditions; explaining grading program activities; and coordinating the grading/inspection activities with plant activities.

May examine product to determine conformance with approved contract specifications such as grade, weight, packaging and packing, and quantity for various types of contracts. Prepares and issues certificates as required.

Monitors the plant and processing operations to assure that the plant remains in compliance with regulations with respect to operating procedures and, in shell egg plants, to assure that facilities and equipment are maintained in a sanitary condition.

In shell egg plants, assures that only approved chemicals, insecticides, and rodenticides are used; the product is labeled only with approved labels; and inedible product is appropriately identified and controlled.

Prepares and maintains a variety of reports and records related to the work such as plant production data, grading results, certificates issued, and administrative information.

Trains and authorizes selected plant personnel to grade according to U.S. standards and monitors their grading/inspection work. May also be required to train other employees in their particular specialty.

Adheres to Equal Employment and Civil Rights policies, goals, and objectives in performing the duties of this position. Assures that written and oral communications are bias-free and that differences of other employees and clients are respected and valued.

**IN ADDITION, THE FOLLOWING DUTIES PERTAIN SPECIFICALLY TO EITHER POULTRY GRADING, OR SHELL EGG ASSIGNMENTS.**

### **Poultry Grading Assignments**

Grades whole turkeys, chickens, ducks, geese or other poultry, and/or other parts, considering such factors as class, fleshing, finish, freedom from defects, age, weight, and other conditions. Applies the official standards and regulations to determine the product's grade based upon grading results.

### **Shell Egg Assignments**

Examines shell eggs for weight, color, soundness, texture of shell, the absence of defects, clarity of yolk outline, and clarity and firmness of albumen.

Assures proper cleaning of eggs, proper cartoning and/or packaging of shell eggs and is responsible for the final grade determination in accordance with the official standards and regulations.

### III. **FACTORS**

#### Factor 1. Knowledge Required by the Position

Level 1-6 950 points

Knowledge of the standards, regulations, and product characteristics relevant to poultry grading and/or shell eggs to grade or inspect products and to examine products against common contract specifications, making most grade determinations independently.

Knowledge of processing, packaging, storage and sanitation procedures as specified factors which affect the product's grade and/or condition. At this level, the knowledge is extensive in range or depth and includes poultry grading assignments that involve whole bird and/or parts grading with an extensive amount of contract specifications activity, or high volume shell egg assignments with extensive specification activity. Knowledge also involves inspection and evaluation of technically complex formulations, processing procedures, and sanitation conditions.

Skill in sampling, inspecting and grading, and in developing and maintaining personal relationships with industry personnel.

#### Factor 2. Supervisory Controls

Level 2-3 275 points

The assignment is defined in terms of the general grading and inspection services which are to be provided at the particular plant. The employee independently plans and performs the day-to-day work, adjusting specific procedures to meet varying situations.

The grader resolves nearly all technical problems within the range of the plant's normal activity, concerning grade and/or inspection determinations and operating problems with plant employees. Unusual situations, difficult policy interpretations, questions on grading products not normally run at the plant, or similar questions are referred to the supervisor.

The Federal-State Supervisor periodically visits the plant to clarify the assignment and, if necessary, resolve particularly controversial issues with the plant's management, assure conformity to procedures and policies, review a sample of worksheets, reports, and certificates, and spot-check technical proficiency.

#### Factor 3. Guidelines

Level 3-3 275 points

Guides for the work include the official grade standards and regulations, the grader's instructional handbook, supplemental technical bulletins, and various written and oral guidelines concerning administrative procedures and relations with plant personnel.

The grader selects and applies the guides and instructions appropriate to the particular phase of work being performed in a variety of situations. Makes borderline grading determinations; maintains suitable on-site relationships with plant management and employees; and maintains adequate records, files, and reports on the plant's activity and the grading services being provided.

Factor 4. Complexity

Level 4-3 150 points

The duties involve a variety of duties which require applying different procedures and methods.

The work involves the grading and inspection of poultry and poultry products and/or shell eggs.

The assignment includes monitoring the plant's processing operations to assure compliance with regulations and, in shell egg plants, to assure that facilities and equipment are maintained in a sanitary condition. The assignment normally involves the monitoring of processing methods, conditions of product storage, containers, or packaging, and may include technical supervision of non-Federally licensed graders or inspectors.

The assignment includes full, on-site responsibility for the relationship with the plant's management, and for performing administrative duties such as maintaining records and reports associated with the assignment.

Factor 5. Scope and Effect

Level 5-3 150 points

The work involves making the final determination on the grade and/or acceptability of either poultry or shell eggs, inspecting plant facilities for sanitation, overseeing authorized plant graders, and maintaining effective relationships with plant management.

The grade and/or condition certificates and inspection reports issued by the grader affect the financial interests of the plant and/or its customers.

Factor 6. Personal Contacts

Level 6-2 25 points

Contacts include other graders, the plant's processing line workers, authorized plant graders, foremen and plant management.

Factor 7. Purpose of Contacts

Level 7-3 120 points

The purpose of the contacts is to maintain the cooperation of employees and managers of the plant to assure an acceptable level of on-site compliance with program policies, to resolve operating problems, and to coordinate grading services with plant production activities.

Factor 8. Physical Demands

Level 8-3 50 points

Commodity grading work requires periods of physical exertion to lift and move boxes and cartons of product often weighing over 50 pounds; prolonged periods of standing, walking, stooping, bending, and climbing; physical coordination and finger dexterity in at least one hand for poultry grading assignments, and two hands for shell egg assignments to perform digital examinations of eggs; ability to detect abnormalities in the commodity through normal or corrected vision in at least one eye for distance, depth perception, and color; and the ability to assure safety in a highly mechanized noisy environment through adequate or correctable hearing; and the ability to determine product qualities through smell.

Factor 9. Work Environment

Level 9-2 20 points

The work environment is in a poultry or shell egg plant and involves moderate discomforts and risks such as the cold temperatures of freezer storage areas, the presence of processing equipment, moving carts and forklifts, and wet slippery floors.

TOTAL POINTS - 2015